

EEO Public File Report
KVRR-TV; KBRR-TV; KJRR-TV; KNRR-TV
December 1, 2016 – December 1, 2017

Listed below find all Full Time Positions filled during the above period at KVRR-TV.

Television Account Executive, December 2016

Ziprecruiter.com, KVRR.com, Indeed.com, Job Bank, TV Jobs, Job Service of ND, Globe University, MSUM, Adrian College, Bates College, Baylor University, Brandeis University, Central Michigan University, Colorado State University, Concordia College, Cornell University, Ithaca College, Johns Hopkins University, Messiah College, Milwaukee School of Engineering, University of Chicago, University of Michigan, University of Delaware, University of Indianapolis, University of Miami, University of Rochester, University of Wisconsin Oshkosh, Valparaiso University, Wichita State University, Medialine.com. 1 applicant was interviewed for this position. Applied by indeed.com.

Television Account Executive, January 2017

Ziprecruiter.com, KVRR.com, Indeed.com, Job Bank, TV Jobs, Job Service of ND, Globe University, MSUM, Adrian College, Bates College, Baylor University, Brandeis University, Central Michigan University, Colorado State University, Concordia College, Cornell University, Ithaca College, Johns Hopkins University, Messiah College, Milwaukee School of Engineering, University of Chicago, University of Michigan, University of Delaware, University of Indianapolis, University of Miami, University of Rochester, University of Wisconsin Oshkosh, Valparaiso University, Wichita State University, Medialine.com. 4 applicant was interviewed for this position. All applied by ziprecruiter.com.

Sports Director, February 2017

Ziprecruiter.com, KVRR.com, Indeed.com, Job Bank, TVJobs.com, Minnesota State Community & Technical College, Globe University, MSUM, Medialine.com, Adrian College, Bates College, Brandeis University, Central Michigan University, Concordia College, Cornell University, Ithaca College, John Hopkins University, Messiah College, Princeton University, Stevenson University, University of Michigan, University of Delaware, University of Idaho, University of Miami, University of Rochester, University of Wisconsin Oshkosh. 2 applicants were interviewed for this position. 1 applied by email and 1 applied by word of mouth.

Sports News Multimedia Journalist, April 2017

Ziprecruiter.com, KVRR.com, Indeed.com, Job Bank, TVJobs.com, Minnesota State Community & Technical College, Globe University, MSUM, Medialine.com, Adrian College, Bates College, Brandeis University, Central Michigan University, Concordia College, Cornell University, Ithaca College, John Hopkins University, Messiah College, Princeton University, Stevenson University, University of Michigan, University of Delaware, University of Idaho, University of Miami, University of Rochester, University of Wisconsin Oshkosh, Valparaiso University, Villanova University, Wichita State University. 5 applicants were interviewed for this position. 3 applied via email, 1 applied through kvrr.com, and 1 applied by indeed.com

Multimedia Journalist, May 2017

Ziprecruiter.com, KVRR.com, Indeed.com, Job Bank, TVJobs.com, Minnesota State Community & Technical College, Globe University, MSUM, Medialine.com, Adrian College, Baylor University, Central Michigan University, Colorado State University, Concordia College, Cornell University, Ithaca College, John Hopkins University, Messiah College, Princeton University, University of Chicago, University of Michigan, University of Indianapolis, University of Miami, University of Rochester, University of Wisconsin Oshkosh, Valparaiso University, Villanova University. 2 applicants were interviewed for this position. 1 applied by word of mouth and 1 applied by Indeed.com

Multimedia Journalist, June 2017

Ziprecruiter.com, KVRR.com, Indeed.com, Job Bank, TVJobs.com, Minnesota State Community & Technical College, Globe University, MSUM, Medialine.com, Adrian College, Bates College, Baylor University, Central Michigan University, Colorado State University, Concordia College, Cornell University, Ithaca College, John Hopkins University, Messiah College, Stevenson University, University of Chicago, University of Michigan, University of Delaware, University of Idaho, University of Miami, University of Rochester, University of Wisconsin Oshkosh, Valparaiso University, Villanova University, Wichita State University. 2 applicants were interviewed for this position. Both applied by email.

Sales/Traffic Assistant, October 2017

Ziprecruiter.com, KVRR.com, Indeed.com, TV Jobs, Job Bank, Globe University, Adrian College, Bates College, Baylor University, Central Michigan University, Colorado State University, Concordia College, Cornell University, Ithaca College, Messiah College, Stevenson University, University of Chicago, University of Michigan, University of Delaware, University of Idaho, University of Miami, University of Rochester, University of Wisconsin Oshkosh, Valparaiso University, Villanova University, Wichita State University. 3 applicants were interviewed for this position. Two applied with Indeed and one with Zip Recruiter. Emily applied with Zip Recruiter.

Traffic Assistant, November 2017

Ziprecruiter.com, KVRR.com, Indeed.com, Job Bank, MSCTC, Globe University, MSUM, Adrian College, Baylor College, Central Michigan University, Colorado State University, Concordia College, Cornell University, John Hopkins University, Messiah College, Stevenson University, University of Chicago, University of Michigan, University of Delaware, University of Idaho, University of Miami, University of Rochester, University of Wisconsin Oshkosh, Valparaiso University, Villanova University, Wichita State University, MediaLine.com, Job Service ND, Minnesota Broadcasters Association, NDSU, UND, NDSCS, Northland Community and Technical College Thief River Falls/East Grand Forks, KVRR On-air. 5 applicants was interviewed for this position. 4 applied with Indeed and 1 with Zip Recruiter.

During the period of December 1, 2016 – December 1, 2017 no single recruitment resource has asked that we post our job openings with them.

Total for each source used during December 1, 2016 – December 1, 2017

Word of Mouth	2
Ziprecruiter.com	6
Indeed.com	9
KVRR.com	1
Email	6

December 1, 2016 – December 1, 2017

Station Outreach Initiatives:

Employee Training:

KVRR implements training within departments throughout our group ownership. Department Managers travel to various locations implementing company practices and procedures regarding news, creative services, engineering, and sales. Encouragement is given to all employees regarding career advancement within group ownership.

Recruitment:

KVRR's News Director is involved with the Communications Department at North Dakota State University and Minnesota State University Moorhead actively recruiting journalism students for KVRR; Fargo, ND, KDLT; Sioux Falls, SD, and KQDS; Duluth, MN. He attends live newscasts at both Universities to aid in providing critiques on presentation and other items regarding journalism.

KVRR's News Director has a close connection to the advisors of several Universities which include University of Minnesota, University of Maryland, Emerson College Boston, DePaul University Chicago, University of Wisconsin Marquette University Milwaukee, University of Southern California actively recruiting students for Red River Broadcast – KVRR; Fargo, ND, KDLT; Sioux Falls, SD, and KQDS; Minnesota.

KVRR's News Director served as a call resource to the event "Ask a News Director" as part of the RTDNA national call in on October 19, 2017. Actively recruiting students served as part of this service for the Red River Broadcast stations – KVRR; Fargo, ND, KDLT; Sioux Falls, SD, and KQDS; Duluth, MN.

Red River Broadcast's Corporate News Director is involved within the Broadcast Journalism Departments at St. Cloud State University, University of Minnesota, and University of St. Thomas actively recruiting journalism students. LinkedIn and YouTube continue to be utilized as recruiting tools seeking individuals who are either about to graduate and are looking for their first job in broadcast journalism or other individuals looking to move up in their career. He has expanded his LinkedIn network to more than 2,000 people, mostly young broadcast journalists. We actively search YouTube for journalists who have recently posted their demo reels. We simply don't wait for individuals to apply.

KVRR's Chief Meteorologist has conducted 19 speaking engagements over the past year to various organizations and public schools within our viewing area. His presentation includes a basic knowledge of meteorology and education for students both young and old. Six speaking engagements included a weather presentation to new members of our community who will ultimately become US citizens.

KVRR's General Manager and News Director attended the Media Arts and Communication Fair at Minnesota State University Moorhead on October 11, 2017. KVRR Management represented various positions in administration, sales and news as well as station positions available at our sister stations – KDLT-TV; Sioux Falls, SD and KQDS-TV; Duluth, MN.

KDLT's General Manager and Corporate Creative Director attended the South Dakota State University Journalism Department Internship and Job Fair in Brookings, SD on January 27, 2017. KDLT management represented various positions in news and sales as well as station positions at our sister stations – KVRR-TV; Fargo, ND and KQDS-TV; Duluth, MN.

KVRR-TV has made significant strides in expanding their recruitment resource list to over 40 recruitment resource outlets across the country.

KVRR's News Director serves as the Region 6 Director covering the states of North Dakota, Minnesota, South Dakota and Wisconsin for the Society of Professional Journalists. As Director he is both training and recruiting journalism professionals/students, and presenting sessions on ethics in journalism. The annual convention was held this year in Anaheim, CA, and a regional conference in Bloomington, Minnesota. Recruiting is done on behalf of Red River Broadcast, KVRR-Fargo, KQDS-Duluth and KDLT-Sioux Falls.

Red River Broadcast Chief Operating Officer and KDLT General Manager attended "The Changing Face of the FCC's EEO Rule in 2017" on October 18, 2017 representing KVRR; Fargo, ND, KDLT; Sioux Falls, SD, and KQDS; Duluth, MN. This informative seminar gave insight and guidance to the changes required of broadcasters regarding EEO compliance and updates.

Red River Broadcast Director of Sales makes contact with the Business School of University of Minnesota, St Thomas, and St. Cloud State University actively recruiting for sales positions for our group – KVRR; Fargo, ND; KDLT; Sioux Falls, SD, and KQDS; Duluth, MN. LinkedIn is also utilized as a recruiting resource.

KQDS News Director attended UWS Head of the Lakes Job Fair February 8, 2017 on the University of Wisconsin-Superior campus and the Lake Superior College Spring Career Fair on March 29, 2017 on the campus of Lake Superior College in Duluth, MN. He represented KQDS; Duluth, MN, KVRR; Fargo, ND, and KDLT; Sioux Falls, SD discussing career opportunities in television with college students exploring future job opportunities.

KQDS Meteorologist Brittany Merleau and KQDS Reporter Andrew Kirov attended the Career Exploration Fair at Greenway High School in Coleraine, MN March 22, 2017. They represented KQDS; Duluth, MN, KVRR; Fargo, ND, and KDLT; Sioux Falls, SD talking with junior high and high school students about future career opportunities in the television industry.

KQDS News Anchor Dan Hanger attended the Wisconsin Indianhead Technical College Career Fair on April 20, 2017. This job fair was held at the Superior, Wisconsin Middle School. He represented KQDS; Duluth, MN, KVRR; Fargo, ND, and KDLT; Sioux Falls, SD talking with college, junior high, and high school students about future career opportunities in the television industry.

KQDS News Director is a member of the Advisory Board at Mesabi Range College representing KQDS; Duluth, MN; KVRR; Fargo, ND, and KDLT; Sioux Falls, SD. This is a two year college with campus locations in Eveleth and Virginia, MN. As a member of the advisory board he has an opportunity to speak to college students, provide input to college leaders about classroom curriculum and hosts station tours for students.

Management Training:

All Managers at all locations are updated various times during the year regarding new FCC policies, political advertising issues, EEO rulings, human resource issues, etc. Managers receive materials to better educate their individual Department Managers and employees. Webinars and Skype sessions are conducted on various topics of in.

Recruitment Resources

Kvrr.com

Spots n Dots

<http://www.spotsndots.com/article.asp?id=2032106>

The Forum

Contact: Classified Data Entry Person – Laura Raschke

LRaschke@jobshq.com

101 5th Street North

Fargo, ND 58102

Phone: 701-241-5500

Fax: 701-541-5478

Grand Forks Herald

Contact: Classified Data Entry Person – Laura Raschke

LRaschke@jobshq.com

375 2nd Avenue North

Grand Forks, ND 58201

Phone: 800-477-6572

Duluth News Tribune

Contact: Classified Data Entry Person – Laura Raschke

LRaschke@jobshq.com

424 W 1st Street

Duluth, MN 55802

Phone: 218-723-5200

Fax: 218-720-4140

Bismarck Tribune

Contact: Jaime Teigen

jaime@bismarcktribune.com

707 E. Front Avenue

Bismarck, ND 58504

Phone: 701-223-2500

Argus Leader Classifieds

Contact: Paul Kern 888-986-9837

pkern@gannett.com

200 S Minnesota Ave

Sioux Falls, SD 57104

Phone: 888-987-6110

Star Tribune

Contact: Sharon Blomgren 612-673-7243

Sharon.Blomgren@startribune.com

425 Portland Avenue

Minneapolis, MN 55411

Phone: 612-673-4000

Fax: 612-673-7780

Curtis Squire Inc.
Ziprecruiter.com
Contact: Yvette Bowen
Phone: 612-276-1816
www.ziprecruiter.com

Indeed.com

Job Bank
<https://jobbank.emmyonline.org/index.php>

TVJobs.com
Contact: Mark Holloway
P.O. Box 4116
Oceanside, CA 92052
Phone: 760-754-8177

Job Service of North Dakota
Contact: Business Services – Brenda or Julie
1350 32nd Street SW
Fargo, ND 58103
Phone: 239-7300
<https://www.ndworkforceconnection.com/vosnet/Default.aspx>

Minnesota State Community & Technical College
Contact: Jennifer Labish
1900 28th Avenue South
Moorhead, MN 56560
Phone: 218-236-6277
Fax: 218-299-6584
<https://careers.minnesota.edu/>

NDSCS
Contact: Michelle, Career Services 701-671-2258
800 6th Street North
Wahpeton, ND 58076
Phone: 1-800-342-4325
https://ndsu-csm.symplicity.com/employers/index.php?ss=archived&_ksl=1&mode=list&s=jobs

Sanford–Brown College
Contact: Carol
1440 Northland Drive
Mendota Heights, MN 55120
Phone: 651-905-3499

North Dakota State University – to post on site must need 4 yr degree
Contact: Karen Thoreson
kthoreson@ndsu.org
1301 12th Avenue North
Fargo, ND 58102
Phone: 701-231-8464
Fax: 701-231-8756

University of North Dakota
Contact: Mark Thompson
markthompson@mail.und.nodak.edu
Grand Forks, ND 58201
Phone: 701-777-2011
Fax: 701-777-3904

Globe University
Contact: Bridget Hoffman
bhoffman@msbcollege.edu
2777 34th St S
Moorhead, MN 56560
<http://careerconnect.globeuniversity.edu/>

Minnesota State University Moorhead – to post on site must need 4 yr degree
Contact: Career Center
hval@mnstate.edu
1104 7th Avenue South
Moorhead, MN 56560
Phone: 218-477-2011
<http://www.mnstate.edu/career/employers.aspx>

Concordia College – moved to Handshake: <https://app.joinhandshake.com/>
Contact: Renée
901 S. 8th Street
Moorhead, MN 56560
Phone: 218-299-4321

Also posts to: Adrian College, Bates College, Baylor University, Brandeis University, Butler University, Central Michigan University, Colorado State University, Concordia College, Cornell University, Eastern Michigan University, Gustavus Adolphus College, Ithaca College, Johns Hopkins University, Messiah College, Milwaukee School of Engineering, Stanford University, Stevenson University, University of Chicago, University of Michigan, University of Delaware, University of Idaho, University of Indianapolis, University of Miami, University of Rochester, University of Wisconsin Oshkosh, Valparaiso University, Villanova University, Wichita State University

Minnesota Broadcasters Association
Contact: Webmaster
3033 Excelsior Blvd., Suite 301
Minneapolis, MN 55416
Phone: 612-926-8123

North Dakota Broadcasters Association
Contact: Beth Helfrich
E-mail: bethh@ndba.org
P.O. Box 3178
Bismarck, ND 58502
Phone: 701-258-1332
<http://bcs-ok.com>

Medialine.com
Contact: Mark Shilstone
mark@medialine.com
P.O. Box 51909
Pacific Grove, CA 93950
Phone: 1-800-237-8073

Northland Community and Technical College
Thief River Falls/East Grand Forks
Contact: Tyler Beckman – email ad
tyler.beckman@northlandcollege.edu
218-683-8560
1101 Highway One E
Thief River Falls, MN 56701
Phone: 1-800-959-6282
Fax: 218-681-0774

Fond Du Lac College
Contact: Louise Lind – email ad
E-mail: llind@fdltcc.edu
2101 14th Street
Cloquet, MN 55720
Phone: 218-879-0800

Urban League
Contact: Tnanita Woodall – email ad
twoodall@mul.org
2100 Plymouth Avenue N
Minneapolis, MN 55411
Phone: 612-302-3123

TV Technology
Contact: Michelle Inderrieden – email ad
mInderrieden@nbmedia.com
5827 Columbia Pike, 3rd Floor
Falls Church, VA 22041
Phone: 212-378-0400 x523

Broadcasting & Cable – email ad
Contact: Zach Kalish
zkalish@nbmedia.com
360 Park Avenue
New York, NY 10010
Phone: 917-331-9498

Broadcast Engineering
Contact: Teri Rivas – email ad
Teri.Rivas@penton.com
Phone: 772-219-7796
Fax: 913-514-3684

Better Fargo Jobs
\$199.00 per job per 30 days
Betterfargojobs.com